

SEYA CAPITAL
INSIGHT · STRATEGY · GROWTH

LEADERSHIP PROGRAMMES

Becoming a Leader

Developing Your Style and Making Sound Decisions

SECTOR	FORMATS	FEE FROM	2027 SESSIONS
Leadership Programmes	5 days & 2 weeks	US$ 2,100	3

OVERVIEW

About this course

The transition into leadership is one of the most challenging shifts in any professional's career — moving from being evaluated on personal expertise to being evaluated on the decisions, judgement and behaviour that shape others. Many new and emerging leaders struggle not because they lack capability, but because they have not yet developed a clear, authentic leadership style or the decision-making discipline that effective leadership demands.

This Seya Capital course is designed for those becoming leaders for the first time or early in their leadership journey — covering discovering and developing a personal leadership style, building sound decision-making skills, leading others effectively for the first time, and the practical foundations needed to grow into a confident, capable leader.

2027 SCHEDULE

Dates, venues & fees

DATES	VENUE	FORMAT	FEE PER DELEGATE
8 – 12 Mar 2027	Arusha, Tanzania	5 days	**US$ 2,100**
15 – 26 Mar 2027	Johannesburg, South Africa	2 weeks	**US$ 3,960**
22 – 26 Mar 2027	Johannesburg, South Africa	5 days	**US$ 2,200**

Fees exclude travel and accommodation. This course is also available in-house, on dates and at a venue of your choice.

OBJECTIVES

By the end of the course

Participants will be able to:

- Understand different leadership styles and identify a personal leadership approach
- Build confidence and clarity in the transition from individual contributor to leader
- Apply structured frameworks for making sound decisions
- Avoid common decision-making biases and pitfalls
- Build foundational skills in leading, motivating and developing others
- Build a personal development plan for continued leadership growth

WHO SHOULD ATTEND

Designed for

This Seya Capital course is suitable for a wide range of professionals, including:

- Newly appointed managers and team leaders
- High-potential professionals preparing for their first leadership role
- Individual contributors transitioning into people management
- Supervisors and team leads seeking to strengthen leadership fundamentals
- Human resources professionals supporting new leader development

PROGRAMME

Course outline

Day One: The Transition into Leadership

- Understanding what changes in the shift from contributor to leader
- Common challenges faced by new and emerging leaders
- Overview of leadership theories and styles
- Self-assessment: identifying current leadership tendencies
- Case studies of successful and difficult leadership transitions

Day Two: Discovering and Developing Your Leadership Style

- Exploring different leadership styles and their strengths and limitations
- Identifying a personal, authentic leadership style
- Adapting leadership style to different people and situations
- Avoiding rigid or one-size-fits-all leadership approaches
- Practical exercise: defining a personal leadership style statement

Day Three: Making Sound Decisions

- Applying structured frameworks to leadership decision-making
- Balancing data, intuition and stakeholder input in decisions
- Recognising and avoiding common decision-making biases
- Making timely decisions under pressure and uncertainty
- Practical exercise: working through a leadership decision-making case

Day Four: Leading and Developing Others

- Building trust and credibility with a new team
- Motivating and engaging team members effectively
- Giving clear direction and constructive feedback
- Supporting the development and growth of team members
- Practical exercise: preparing for a first team leadership conversation

Day Five: Growing as a Leader

- Building resilience and confidence as a new leader
- Seeking feedback and mentorship to accelerate growth
- Avoiding common early leadership mistakes
- Building a personal leadership development plan
- Course summary, key takeaways and action planning

METHODOLOGY

How you will learn

This Seya Capital course combines structured presentations with self-assessment tools, case studies and practical exercises. Delegates work through real early-leadership scenarios, building the style, judgement and confidence needed to lead effectively.

IMPACT

The return on learning

For your organisation

- A stronger, more confident pipeline of new and emerging leaders
- Improved quality and consistency of leadership decision-making
- Smoother transitions into leadership roles across the organisation
- Reduced leadership derailment during early leadership transitions
- A more consistent, values-aligned leadership culture

For you

- A clearer understanding of personal leadership style and strengths
- Greater confidence navigating the transition into leadership
- Practical skills in structured, sound decision-making
- Improved ability to lead, motivate and develop others
- A personal plan for continued leadership growth

CERTIFICATION

Seya Capital certificate

On successful completion of this Seya Capital training course, delegates will be awarded a Seya Capital Certificate of Completion.

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Register or enquire

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